

The employment status of persons caring for a child

Abstract

The content of this thesis is the employment status of persons caring for a child. It is a topic that affects most people, mainly women, as it is a very current issue with a high social importance. Parenthood and childcare have a significant impact on an employee's working life, as the position of these persons under labor law is considerably more difficult and their protection is therefore absolutely essential in this area.

The thesis deals in a comprehensive way with individual areas of labor law that are affected by child care. The thesis is concentrating on all phases of child care and according to this the thesis is divided systematically into five chapters. The first chapter analyzes the current legislation not only on national but also international level as well as it analyzes the European Union law. The second chapter is devoted to the working conditions of women during their pregnancy, the third chapter deals with the time after childbirth, such as maternity, the institution of maternity leave and the corresponding benefit of social security law. The rights of the father of the child after childbirth are also taken into account. The fourth chapter deals with parental leave together with parental allowance. The final chapter deals with reconciliation between family and work and the effect that child care and atypical forms of employment have on work-life balance. The chapter also focuses on the issues of returning to work after maternity or parental leave, together with the working conditions of these employees. The work focuses not only on all said areas separately, but also pays attention to their interconnection and context.

The thesis also deals with the comparison of each individual protection institut between the Czech legal system and selected countries of the European Union, specifically the neighboring states of the Czech Republic. The links between labor law and social security law are also taken into account. Last but not least the thesis also deals with the influence of the virus covid-19 on the labor law. *De lege ferenda* proposals that are based on both the comparison of individual institutes between themselves as well as comparison between czech and foreign legal regulations are mentioned in corresponding chapters.

Keywords

Reconciliation of work and family life, working conditions, maternal leave, parental leave